

LIVERMORE AREA RECREATION AND PARK DISTRICT

PERSONNEL COMMITTEE

MINUTES

Monday, October 14, 2024
2:00 p.m.

Robert Livermore Community Center
4444 East Avenue, Livermore, CA 94550-5053
West Wing Conference Room

Committee Members Present: Chair Jan Palajac, Director David Furst

Staff Present: Mathew Fuzie, General Manager (GM)
Michelle Kleman, Human Resources Manager (HRM)
Rene Venus Dalusong, Executive Assistant
Chelynn Watkins, Senior Human Resources Analyst (SHRA)
Brenda Rios, Child Development Supervisor
Patrick Lucky, Aquatics Supervisor

Members of the Public Present: There were no members of the public present.

1. **Call to Order:** Committee Chair Palajac called the meeting to order at 2:03 p.m.
1. **Public Comment:** Chair Palajac opened the Public Comment period. There were no speakers, and the public comment period was closed.
2. **Approval of the Minutes of the Personnel Committee held on August 13, 2024:**
 - **Action:** The minutes of the Personnel Committee held on August 13, 2024, were approved unanimously as submitted.
3. **Benefits Update – Open Enrollment 2025**

SHRA Watkins gave a presentation on health care premium renewal rates for 2025. The presentation was included in the agenda packet. The Committee discussed the medical and dental rate increases and their impact, providing disability insurance for continuing employees for 2025, and exploring the benefits of an incentives program.

Committee Comments and Questions:

- a) How are our rates compared with the City of Livermore, East Bay Regional Park District, and Hayward Area Recreation and Park District (HARD)? [HARD has the same plan but pays 80% of the coverage].
- b) HR will explore and review an incentives program.
- c) Does HARD have an incentive program? [HRM Kleman will check in with HARD staff later this week].

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- **Action:** This was information only; no Committee action was taken. However, the following items were suggested:
 - a) HR to explore and review an incentives program potentially for next year.
 - b) Provide short-term disability insurance for continuing employees for the year 2025.

4. Future Agenda Items / Matters Initiated / Announcements:

- a) The Monday, November 11, 2024 meeting was rescheduled to Tuesday, November 12, 2024.

5. ADJOURNMENT: The meeting was adjourned at 3:04 p.m.

Lvb/rvd